

Old Age, Disability, Death

First law: 1961.

Current law: 1995.

Type of program: Social insurance system.

Exchange rate: U.S.\$1.00 equals 13,872 dong.

Coverage

Compulsory coverage for state employees, employees of non-state enterprises with more than 10 workers, foreign-invested enterprises, processing zone, industrial zone, foreign organizations or international organizations in Vietnam.

Special programs cover Government civil servants and employees in armed forces from central to district level.

Source of Funds

Insured person: 5% of wages for old age and death benefit.

Employer: 15% of payroll (10% for old age and death, 5% for sickness, maternity, occupational accidents).

Government: Government partly subsidizes whole cost of benefit expenditures for employees in covered employment until implementation of program by employer.

Above contributions also finance work-related disability and survivor pensions.

Qualifying Conditions

Old-age pension: Age 60 (men) or 55 (women) with 20 years of covered employment. Age 55 (men) or 50 (women) with 20 years of covered employment in which employee had 15 years of employment in hazardous or arduous work; or 15 years regional allowance with the coefficient of over 0.7; or with 10 years of work in South Vietnam, in Laos and Kampuchea before April 30, 1975; or whose employment started since the resistance war against the French colonial government.

Covered employment in the State sector includes employment up to enactment of current regulations.

Old-age grant: Age 60 (men) or 55 (women) with less than 20 years of contribution.

Disability grant: Permanent total or partial disability, at any age with 61% or more incapacity, and in covered employment.

Survivor benefit: Deceased had more than 15 years in covered employment, or was a pensioner.

Payable to dependent survivors (including spouse, children under age 16, parents over working age).

Survivor grant: Deceased had less than 15 years of covered employment, or no eligible dependent survivors.

Old-Age Benefits

Old-age pension: Maximum: 75% of average wage in last 10 years before retirement; minimum: equal to minimum wage.

Old-age grant: Lump sum amount to be stipulated.

Permanent Disability Benefits

Disability grant: Lump sum to be stipulated.

Survivor Benefits

Survivor benefit: Benefit formula to be stipulated.

Survivor grant: Lump sum not to exceed 12 months' wage

of recipient.

Funeral grant: Lump sum equal to 7 months' minimum wage in state employment.

Administrative Organization

Ministry of Labor, Invalids and Social Affairs; Ministry of Finance and Ministry of Health until establishment of Vietnam Social Security Organization.

Sickness and Maternity

First law: 1961.

Current law: 1995.

Type of program: Social insurance system.

Coverage

Compulsory coverage for state employees, employees of non-state enterprises with more than 10 workers, of foreign-invested enterprises, processing zone, industrial zone, foreign organizations or international organizations in Vietnam. Special programs cover Government civil servants and employees in armed forces from central to district level. No voluntary coverage.

Source of Funds

Insured person: None.

Employer: 5% of payroll.

Government: Partly subsidizes whole cost of benefit expenditures for employees in covered employment until implementation of program by employer.

Above contributions also finance work injury cash benefits for temporary disability.

Qualifying Conditions

Cash sickness benefits: Incapacity due to general, not work-related causes (no minimum qualifying period specified).

Cash maternity benefits: No minimum qualifying period specified.

Medical benefits: Nonoccupational accident or sickness (excluding various infectious diseases and maternity), 45 days of contribution.

Sickness and Maternity Benefits

Sickness benefit (for nonoccupational accident or illness only):

75% of wages. Payable up to 30 days in a calendar year if less than 15 years in covered employment, 45 days if more than 15 years (or, 40 days and 60 days, respectively, if in hazardous and arduous work). Payable up to 180 days in a calendar year if prolonged hospitalization due to specified illnesses. Sickness benefits payable to female employees caring for first or second sick child: 75% of wages, up to 20 days for child under age 3; 15 days for child aged 3-7. Also payable to fathers under special circumstances.

Maternity benefit: 100% of wages for prenatal care and childbirth: 1-day leave (for pregnancy test) payable for 3 times (or 2-day leaves in special cases) for prenatal care; maternity leave of a total of 120 days before and after childbirth (150 days if in hazardous and arduous employment, or if multiple births, an extra 30-day leave for each child counted from the second one); one 20-day leave for miscarriage in first 3 months or 30-day leave if beyond three months. Maternity leave also payable for female employees for adopting a newborn until child reaches 120 days of age.

Unpaid maternity leaves are granted, at employer discretion, to female employees up to 180 days.
 Birth grant: equal to 1 month's wage (regulated by social insurance) of female employee.

Workers' Medical Benefits

Medical benefits: Information not readily available.

Dependents' Medical Benefits

Medical benefits for dependents: Information not readily available.

Administrative Organization

Ministry of Labor, Invalids and Social Affairs; Ministry of Health; and Ministry of Finance until establishment of Vietnam Social Security Organization.

Survivor Benefits

Survivor benefit: Same as survivors of deaths of general causes, plus lump-sum grant equal to 12 months' average wage of state employees.

Administrative Organization

Ministry of Labor, Invalids and Social Affairs; Ministry of Health and Ministry of Finance until establishment of Vietnam Social Security Organization.

Work Injury

First law s: 1929, 1950.
 Current law: 1995.
 Type of program: Social insurance system.

Coverage

Compulsory coverage for state employees, employees of non-state enterprises with more than 10 workers, of foreign-invested enterprises, processing zone, industrial zone, foreign organizations or international organizations in Vietnam; Special programs cover Government civil-servants and employees in armed forces from central to district level. No voluntary coverage.

Source of Funds

Insured person: See contributions for pensions above.

Employer: See contribution for pensions and for sickness benefits above.

Government: Partly subsidizes whole cost of benefit expenditures for employees in covered employment until implementation of program by employer. See also contributions for pensions and for sickness benefits, above.

Qualifying Conditions

Work-injury benefits: No minimum qualifying period.

Temporary Disability Benefits

Temporary disability benefit: 100% of earnings during treatment until determination of disability, payable from the first day.

Permanent Disability Benefits

Permanent disability benefit: Total disability: Class I: 91%-100% incapacity, 80% of wage; class II: 81%-90% of incapacity, 70% of wage; 71%-80% incapacity, 60% of wage; class IV: 61%-70% incapacity, 50% of wage. Payable monthly.

Up to 60% incapacity: Lump sum grant equal to 2-12 months' wage. Constant-attendance supplement available to class I and II disabled, if not able to care for self.

Workers' Medical Benefits

Medical benefits: Inpatient and outpatient treatment, surgery, and medicines; rehabilitation.